AFTER INTERMEDIATE WHAT (CAREERS)

III. PRIVATE SECTOR: Jobs in MNC Establishments:

………………………………………………………………………………………………

(MNCs) A multinational corporation or multinational enterprise is a corporation that is registered in more than one country or that has operations in more than one country. It is a large corporation which both produces and sells goods or services in various countries.

Here is a list of top 10 Multinational companies in India; these are the best MNC companies in the country. Ranking process of companies is being frequently updated by our expert team.

1 |Microsoft

Corporate Office – Redmond, Washington, U.S | Turnover – 74 Billion Dollar | Employees – 97000+ | Business – Software |
Sector - Private Sector | Career Website - careers.microsoft.com/

2 | IBM

Corporate Office – Armonk, New York, U.S.| Turnover – 107 Billion Dollar | Employees – 434246+ | Business – Computer Hardware , Software, IT Services & Consulting |Sector - Private Sector | Career Website - www-07.ibm.com/in/careers

3 | Nokia Corporation

Corporate Office – Espoo , Finland | Turnover – 39 Billion Dollar | Employees – 97800+ | Business – Telecommunications Equipment , Internet , Software |Sector - Private Sector | Career Website - www.nokia.com/global/about-nokia/careers-page

4 | Pepsico
Corporate Office – New York, U.S | Turnover – 67 Billion Dollar | Employees – 297050+ | Business –Food and Beverage |
Sector - Private Sector | Career Website - www.pepsico.com/Careers/

5 | Ranbaxy Laboratories Ltd.
Corporate Office – Gurgaon, Haryana, India | Turnover – 2 Billion Dollar | Employees – 10000+ | Business – Pharmaceuticals |
Sector - Private Sector | Career Website - www.ranbaxy.com/careers

6 | Nestle
Corporate Office – Vevey , Switzerland | Turnover – 86 Billion Dollar |
Employees – 325000+ | Business – Food Processing |
Sector - Private Sector | Career Website – www.nestle.in/jobs

7 | CocaCola
Corporate Office – Midtown Atlanta, Georgia | Turnover – Unknown |
Employees – 150500+ | Business – Beverage |Sector – Private Sector | Career Website – www.coca-colacompany.com/careers/

8 | Procter & Gamble
Corporate Office – Cincinnati, Ohio, USA | Turnover – 84 Billion Dollar |
Employees – 125000+ | Business – Consumer Goods |
Sector – Private Sector | Career Website – india.experiencepg.com/

9 | Sony Corporation
Corporate Office – Minato, Tokyo, Japan | Turnover – 80 Billion Dollar |
Employees – 162000+ | Business – Conglomerate Corporation |
Sector - Private Sector | Career Website - www.sony.com/SCA/careers/overview.shtml

10 | Citigroup Inc
Corporate Office – Manhattan , New York, U.S. | Turnover – 70 Billion Dollar |
Employees – 258500+ | Business – Banking & Financial services |
Sector - Private Sector | Career Website - careers.citigroup.com

Why are Multinational Companies in India?

There are a number of reasons why the multinational companies are coming down to India. India has got a huge market. It has also got one of the fastest growing economies in the world. Besides, the policy of the government towards FDI has also played a major role in attracting the multinational companies in India. For quite a long time, India had a restrictive policy in terms of foreign direct investment. As a result, there was lesser number of companies that showed interest in investing in Indian market. However, the scenario changed during the financial liberalization of the country, especially after 1991. Government, nowadays, makes continuous efforts to attract foreign investments by relaxing many of its policies. As a result, a number of multinational companies have shown interest in Indian market. - See more at: http://business.mapsofindia.com/india
company/multinational.html#sthash.iBb4I95m.dpuf

SHOULD WE AIM AT EMPLOYMENT IN MNCs? YES:

Multinational corporations (MNCs) engage in very useful and morally defensible activities in Third World countries for which they frequently have received little credit. Significant among these activities are their extension of opportunities for **earning** higher incomes as well as the consumption of improved quality goods and services to people in poorer regions of the world.
Instead, these firms have been misrepresented by ugly or fearful images by Marxists and "dependency theory" advocates. Because many of these firms originate in the industrialized countries, including the U.S., the U.K., Canada, Germany, France, and Italy, they have been viewed as instruments for the imposition of Western cultural values on Third World countries, rather than allies in their economic development.

Thus, some proponents of these views urge the **expulsion of these** firms, while others less hostile have argued for their close supervision or regulation by Third World governments. Incidents such as the improper use in the Third World of baby milk formula manufactured by Nestle, the gas leak from a Union Carbide plant in Bhopal, India, and the alleged involvement of foreign firms in the overthrow of President Allende of Chile have been used to perpetuate the ugly image of MNCs.

The fact that some MNCs command assets worth more than the national income of their host countries also reinforces their fearful image. And indeed, there is evidence that some MNCs have paid bribes to government officials in order to get around obstacles erected against profitable operations of their enterprises. A careful examination of the nature of MNCs and their operations in the Third World reveals **a positive image** of them, especially as the allies in the development process of these countries. For the greater well-being of the majority of the world's poor who live in the Third World, it is important that the positive contributions of these firms to their economies become more widely known. Even as MNCs may be motivated primarily by profits to invest in the Third World, the morality of their activities in improving the material lives of many in these countries should not be **obscured through misperceptions.**

The first point to recognize about MNCs is that, besides operating under more than one sovereign jurisdiction, they are in nature very similar to local firms producing in more than one state or plant. We may call such multi-plant firms uninational corporations (UNCs).

Thus, a UNC with branch plants in Alaska as well as some other parts of the U. S. would have been known as an MNC had Alaska continued to be a non-U.S. territory. Like UNCs, MNCs are owned by shareholders who expect annual returns or dividends in compensation for funds they make available for the firm's production and sales activities.

It is to enable MNCs to pay such dividends that their managers seek out the most efficient workers for the wages they pay, buy materials at the cheapest costs possible, seek to produce in countries levying the lowest profit taxes, and sell in markets where they can earn the highest revenues after costs. (This is no different from anyone seeking employment at the highest wage for the least amount of tedium, the most congenial work environment and location, and the highest employment benefits.) Perhaps the main difference between **uni-national and multinational** corporations is that the latter have been more successful than the former, and as a result have expanded their activities to many more regions and sovereign states.

Many do recognize UNCs or local firms as helpful agents in the development of the communities in which they operate. Primary in this recognition is the employment they create and the (higher) incomes earned because of their having established in the region. These firms also rent buildings and land, or sometimes buy them, thus generating higher incomes for their owners.

It is precisely in similar ways that MNCs enrich labor and other resource owners in the Third World. In their absence, the people would have had fewer or much lower paying jobs, and the demand for land and other local resources would have been lower. Without the operators of such hotels as the Holiday Inn, the Sheraton, the Hyatt, Four Seasons, and the Hilton having leased or bought beach-front properties in several of the popular tourist resorts in the Third World, their owners (individuals or government) might have received much less for their sale. Such purchases also release the capital of resource owners for investment in other enterprises.

If we withhold our paternalistic instincts towards poorer people in the Third World, we would also respect their judgment to purchase products manufactured there by MNCs rather than accuse the firms of selling inappropriate products to them. Being poor does not make one's choice of products less defensible or moral than the choices of the rich. And without sufficient demand for the products, MNCs would not make profits from selling them in the Third World. In a free trading regime, the same products might have been imported had they not been produced by MNCs. There is thus no valid reason why Third World governments should require that MNCs manufacture and sell only second- or third-rate quality products in those countries, as some analysts from the more developed countries have suggested. By pursuing the Industrialist's own interest ,he frequently promotes that of the society more effectually than when he really intends to promote it. These observations apply with equal force to the investment activities of multinational corporations in Third World countries.

The main features can be classified as follows:

• MNCs are normally very large in size as measured by the value of their total sales. The average MNC has billions of US dollars as its total sales value which is often equivalent to or more than the national income of one, two or three large developing countries. In fact, it has been said that such companies form a 'billion dollar club'. In the eighties, however, there has been growth of small and medium-sized companies which have become MNCs. For instance, 58.4 per cent of all MNCs from Canada, 23 per cent from Japan, 78 per cent from the UK, 43.3 per cent from the USA and 80 per cent from France are small and medium-sized MNCs. No doubt there is a threshold – a certain minimum size which is required for affirm to become an MNC.

• Many MNCs depend more on their foreign sales than on domestic sales. There has been a steady growth of the share of foreign sales to total sales (Table)

• The strength of MNCs lies in the fact that they operate in many product lines. Occasionally, we do have MNCs such as automobile giants and the IBM which have confined to a narrow line of products. But such cases are exceptions. Diversification into various product lines was earlier confined to the MNCs from the US in the sixties and early seventies. But now MNCs of all counties have accepted product diversification as a corporate objective (Table)

• MNCs often preside over a broad range of products with vastly different technical and strategic requirements. This range adds to the complexity of managers' problems. While one line of business may be pressed hard by competition, another may be discovering newer and greener pastures. While some of the activities of MNCs make great demands as the resource of the network, others may be providing supply of funds. This diversity provides MNCs with extraordinary flexibility in managing their corporations globally.

• The MNCs have yet another advantage, their geographical diversity. When an enterprise takes its first plunge into foreign waters, it normally moves with some caution. Once committed to the international pattern, MNCs expand their geographical reach with great rapidity. This applies to MNCs were operating in 170 countries and the Europe-based companies in more than 114 countries (Table)

• Most of the MNCs have great strength in the realm of technology. They spend billions of dollars on research and development. They also possess management and marketing technologies.

Advantages and disadvantages Of M N C s

Multinational corporations are corporations that have operations in more than one country. They are usually big corporations that establish branches in other countries to gain more market, either when they have exhausted the local market or to tap the potential of emerging markets with less or no competition. Although multinationals are the hallmarks of success in business, they have various disadvantages.

ADVANTAGES:

1. **Raising Standards**
    - Multinational corporations bring about competition in the foreign markets they venture in. Multinationals produce goods and services that adhere to the best possible standards. Since consumers are willing to spend their money on only the best products, local businesses are forced to improve on the quality of their products. This competition to produce good quality ends up benefiting consumers who get good value for their money.

2.Job Creation

- Multinational corporations play a big role in creating employment in the foreign countries they venture in. Because of their massive operations, they employ many local people in those countries to work there. They also employ some to work in their headquarters, thereby giving foreign nationals a chance to gain international career exposure. This is especially important in developing countries where unemployment is high.

- DISDVANTAGES:

1.Destruction of Local Industries

- Multinationals usually have more money in terms of capitalization than local businesses. This means that they are able to finance operations for a long time even without making a profit in the knowledge that, once they have developed brand loyalty, they will start making sustainable profits thereafter. This means that they can deliberately set very low prices so as to take the market share of the companies they have found in that market. This may therefore lead to the local companies closing down as they cannot afford to charge these low prices.

2.Capital Outflow

- Various countries have different laws regarding the movement of money from foreign businesses that operate in their jurisdiction. Some have set certain limits on the amount of money that can be repatriated from business proceeds. Regardless of the different laws, money that has been made as profit by multinationals ends up being repatriated to the country where they are headquartered. This results in capital outflow that harms the host country's economy in the long run.

Another author lists the following as the advantages and disadvantages of MNCs :-

Advantages of the growing MNCs to India

There are certain advantages that the underdeveloped countries like and the developing countries like India derive from the foreign MNCs that establishes. They are as under:

- Initiating a higher level of investment.
- Reducing the technological gap
- The natural resources are utilized in true sense.
- The foreign exchange gap is reduced
- Boosts up the basic economic structure.

Disadvantages of MNCs

Roses does not come without thrones. Disadvantages of having an MNCs in a developing country like India are as under-

- Competition to SMSI
- Pollution and Environmental hazards
- Some MNCs come only for tax benefits only
- Exploitation of natural resources
- Lack of employment opportunities
- Diffusion of profits and Forex Imbalance
- Working environment and conditions
- Slows down decision making
- Economical distress

MNCs in India may offer very low type of jobs to the Intermediate passed candidates. Mostly, they may be in the nature of Helpers. But a great emphasis will be there on the carrying of corporate identity and corporate image of the Company ,by wearing the Uniform, the emblem of the organization, conducting oneself in the best manner possible and even moving in a Corporate vehicle. They may be through Walk-in Interview or Employee referral or classified ads in local English dailies.

The candidates must be well-groomed, fluent in speaking English and healthy and dependable .

While looking for Intermediate level jobs, your concentration should be on getting employed local and nearby hubs.

****